

High-performing teams provide organizations with an undeniable advantage. At their best, teams make better decisions, can take on more complex work, achieve greater business results, and have higher employee satisfaction. Yet, most teams never reach this level of performance.

**After working with thousands of leaders and teams, AIIR Team Effectiveness can predictably deliver a 40% increase in team performance in just three months.**

Teams who have experienced AIIR Team Effectiveness report dozens of benefits that cascade throughout their organizations:

- ✓ Establish a shared team identity and purpose
- ✓ Generate rapid alignment on key priorities
- ✓ Foster greater inclusivity and belonging
- ✓ Uncover unique strengths and potential derailers
- ✓ Identify and remove obstacles to productivity
- ✓ Enhance culture and communication dynamics
- ✓ Engage in productive conflict and healthy debate
- ✓ Unlock potential to influence the system, and
- ✓ Increase capacity to adapt to and lead change

## When is AIIR Team Effectiveness Right for Your Team?

Most teams experience three common inflection points, sometimes simultaneously. We can help your teams succeed in these moments.

### Strategic Driver

- > Aligning around strategic planning
- > Navigating a merger or acquisition
- > Creating organizational change
- > Engaging in succession planning
- > Seeking to develop a competitive advantage

### Team Evolution

- > Forming a new team or adding a team member
- > Establishing a shared identity or team-building
- > Evaluating a team's composition and design
- > Clarifying roles and responsibilities
- > Responding to low engagement or high turnover

### Interpersonal Dynamics

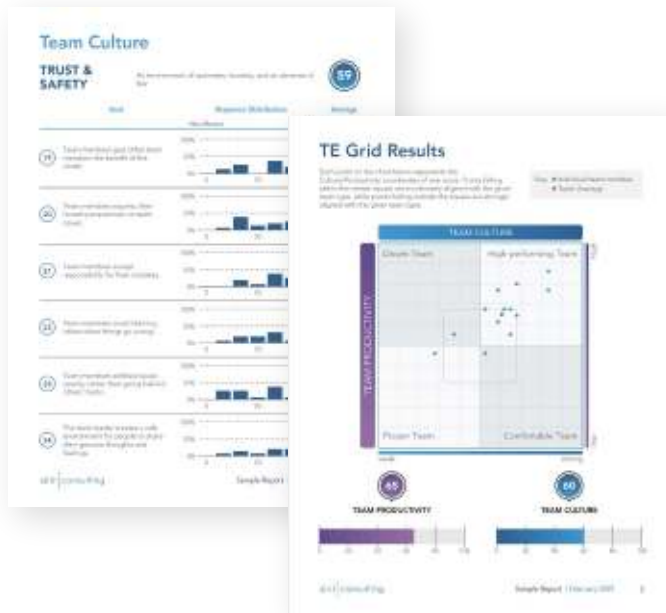
- > Navigating conflict
- > Building trust and breaking down silos
- > Reducing burnout
- > Building an agile, adaptable culture
- > Adapting to a hybrid workforce model

# The AIIR TE Solution Set

Predictable, evidence-based Team Effectiveness solutions delivered by AIIR's Team Coaches and Consultants or your own internal Team Leaders or Talent Partners.

Built on the **aiir** | **TEAM EFFECTIVENESS SURVEY**<sup>®</sup>

Research shows that teams fundamentally require two basic ingredients to function effectively: Team Culture and Team Productivity. The AIIR Team Effectiveness Survey measures the essential elements of team effectiveness and provides powerful information in an actionable, easy-to-understand report that teams can use to increase their performance.



Give your organization the undeniable advantage of high-performing teams.

Contact [info@aiirconsulting.com](mailto:info@aiirconsulting.com).

## Facilitated Team Coaching Journeys



### Perspectives

Duration: 1 Month

Perspectives is a powerful process that helps teams orient to where they are today, where they wish to be in the future and what it will take to shape their future.



### Roadmap

Duration: 3-6 Months

Roadmap is a focused team coaching journey designed to hold teams accountable to the behaviors necessary to tackle a clearly defined set of goals or challenges.



### Ignite

Duration: 6-8 Months

Ignite is an advanced Team Coaching journey designed for teams seeking a competitive advantage in how they lead change across an organization.

**aiir** | **ENTERPRISE TEAM EFFECTIVENESS**<sup>™</sup>

Backed by research and refined over years of practical application, clients can leverage AIIR Enterprise Team Effectiveness to lead their own Team Effectiveness journeys.